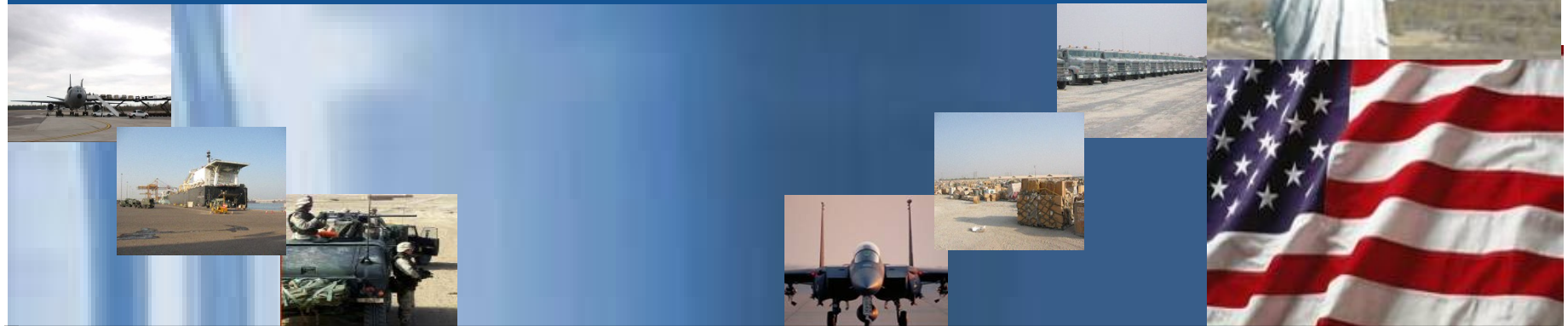


# 4th Estate DACM and Career Support Center



**Create an Inspired, High-Performing Defense Acquisition Workforce  
Empowered to Make a Difference in Acquisition Outcomes**

**4<sup>th</sup> Estate Summit  
September 3, 2008**



# Vision - Mission - Guiding Principles

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## Vision

Create an Inspired, High-Performing Defense Acquisition  
Workforce Empowered  
to Make a Difference in Acquisition Outcomes

## Mission

Represent the DoD Components outside the Military Departments and collaborate with the Service DACMs in matters relative to Defense Acquisition Workforce Education, Training and Career Development; align and support the AT&L Director Human Capital Initiatives

## Guiding Principles

- Increase communications
- Expand existing capabilities
- Foster strategic developments
- Leverage and enhance existing assets
- Promote a shared vision across the DACM community



# The 4<sup>th</sup> Estate Community

<b>DCMA</b>	Defense Contract Management Agency (DD63)	<b>7416</b>
<b>DLA</b>	Defense Logistics Agency (DD07)	<b>3660</b>
<b>DCAA</b>	Defense Contract Audit Agency (DD10)	<b>3534</b>
<b>MDA</b>	Missile Defense Agency (DD27)	<b>746</b>
<b>DISA</b>	Defense Information Systems Agency (DD04)	<b>701</b>
<b>DTRA</b>	Defense Threat Reduction Agency (DD61)	<b>332</b>
<b>DAU</b>	Defense Acquisition University	<b>283</b>
<b>OSD</b>	Under-Secretary of Defense/AT&L (OUSD/AT&L) (DD01)	<b>167</b>
<b>DFAS</b>	Defense Finance and Accounting Service (DD35)	<b>120</b>
<b>DeCA</b>	Defense Commissary Agency (DD34)	<b>104</b>
<b>TMA</b>	TRICARE Management Activity (DD60)	<b>84</b>
<b>DODEA</b>	Department of Defense Education Activity (DD16)	<b>67</b>
<b>BTA</b>	Business Transformation Agency (DD77)	<b>67</b>
<b>WHS</b>	Washington Headquarters Services	<b>64</b>
<b>OIG</b>	Office of Inspector General (DD26)	<b>34</b>
<b>DSCA</b>	Defense Security Cooperation Agency (DD06)	<b>24</b>
<b>DODHRA</b>	Department of Defense Human Resources Activity	<b>21</b>
<b>DARPA</b>	Defense Advanced Research Projects Agency (DD13)	<b>18</b>
<b>AFIS</b>	American Forces Information Service (DD09)	<b>17</b>
<b>NDU</b>	National Defense University (DD69)	<b>13</b>
<b>DODTRMC</b>	Dept of Defense Test Resource Mgmt Center (DD68)	<b>7</b>
<b>DSS</b>	Defense Security Service	<b>5</b>
<b>IS</b>	Organization of the Joint Chiefs of Staff (DD02)	<b>4</b>
<b>DTSA</b>	Defense Technology Security Administration	<b>4</b>
<b>PEPA</b>	Pentagon Force Protection Agency (DD65)	<b>2</b>
<b>DTIC</b>	Defense Technical Information Center	<b>2</b>
<b>DLSA</b>	Defense Legal Services Agency (DD25)	<b>1</b>
<b>DPOW</b>	Defense Prisoner of War/Missing Personnel Office	<b>1</b>
<b>TOTAL</b>		<b>17498</b>

*Our Customers*

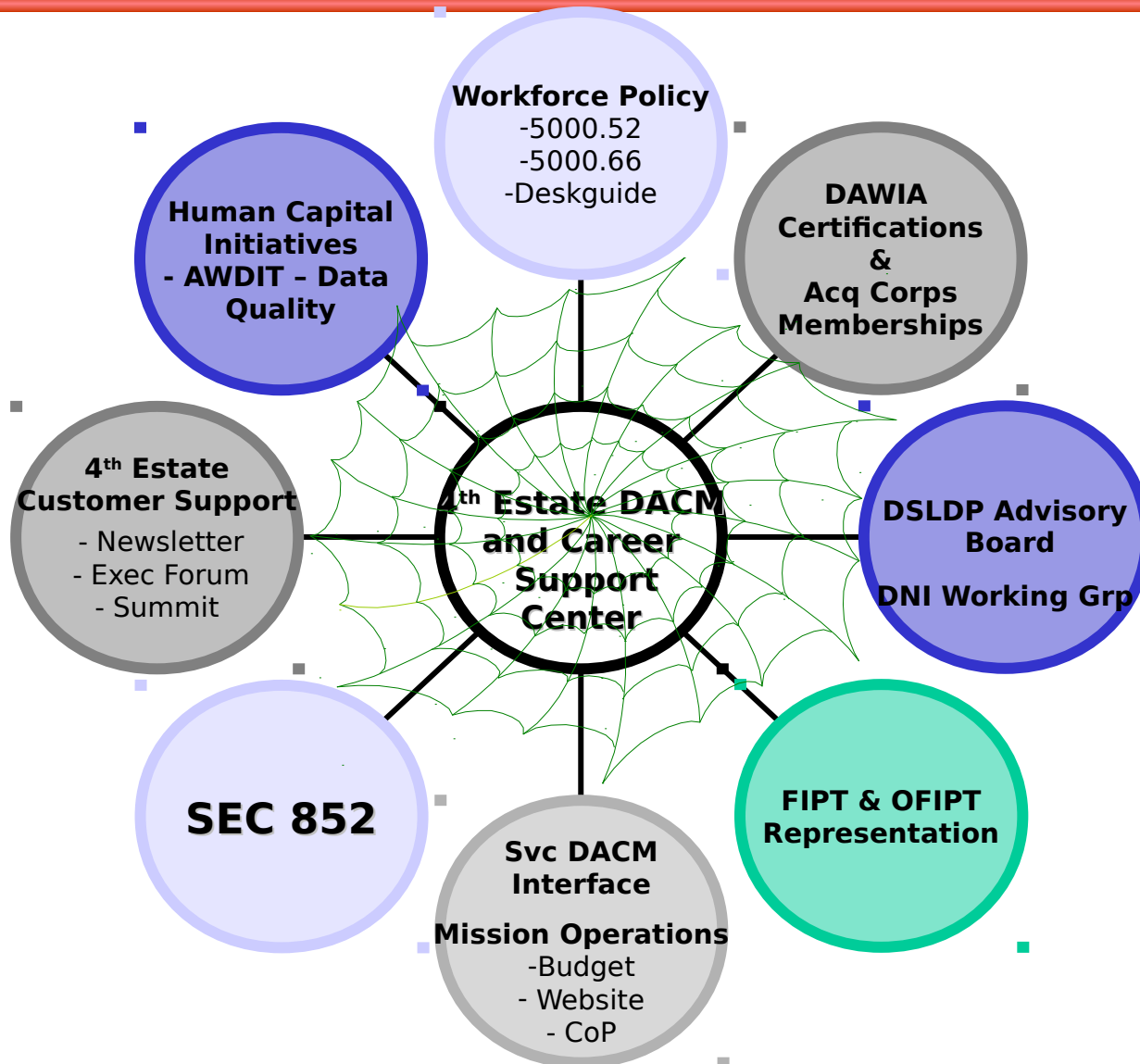


17,498 ...

Plus the  
estimated 2,000  
Intelligence  
Community  
workforce  
members



# Functions and Responsibilities





# Model DACM Initiatives

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- ☐ Enhance communications
- ☐ Promote collaboration across the DACM community
- ☐ Engage 4<sup>th</sup> Estate components in shaping the “Model DACM”
- ☐ Enable accurate, current and complete acquisition workforce data
- ☐ Foster efficient training and travel management
- ☐ Promote strategic alignment to support AT&L Human Capital Initiatives
- ☐ Expand workforce management tools and resources
- ☐ Establish Advisory Council (5-7 representatives)

**Collaborate - Align - Strategize - Evolve**



# 4th Estate DACM Team

**DACM - Assigned by each Department of Defense (DoD) component, they are responsible for managing the accession, training, education, and career development of their respective components' Acquisition, Technology & Logistics workforce.**



**Collaborate - Align - Strategize - Evolve**



# Jonathan - Senior Policy Analyst

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- ❑ **Has been part of the 4<sup>th</sup> Estate DACM Office since 2002**
- ❑ **Serves as DAWIA Policy POC**
  - DoD Directive 5000.52
  - DoD Instruction 5000.66
  - AT&L Workforce Desk Guide
- ❑ **Created the 2008 State of the Defense Acquisition Workforce Report**





# Karen - Deputy DACM

## □ Day to Day DACM Operations including

- DACM Mission Budget for internal operations
- Represent DACM at designated meetings
- 4<sup>th</sup> Estate Student Travel Budget for external operations
- 4<sup>th</sup> Estate Policies and Procedures for Student Travel, Quotas, and Help Desk Management
- Manage contractor support
- Customer Outreach
  - 4<sup>th</sup> Estate Executive Forums
  - 4<sup>th</sup> Estate Summits
  - Working groups (Intel, etc)
  - DACM Newsletter, website, portal, COP
- Resource Management
- FIPT membership for 4<sup>th</sup> Estate DACM





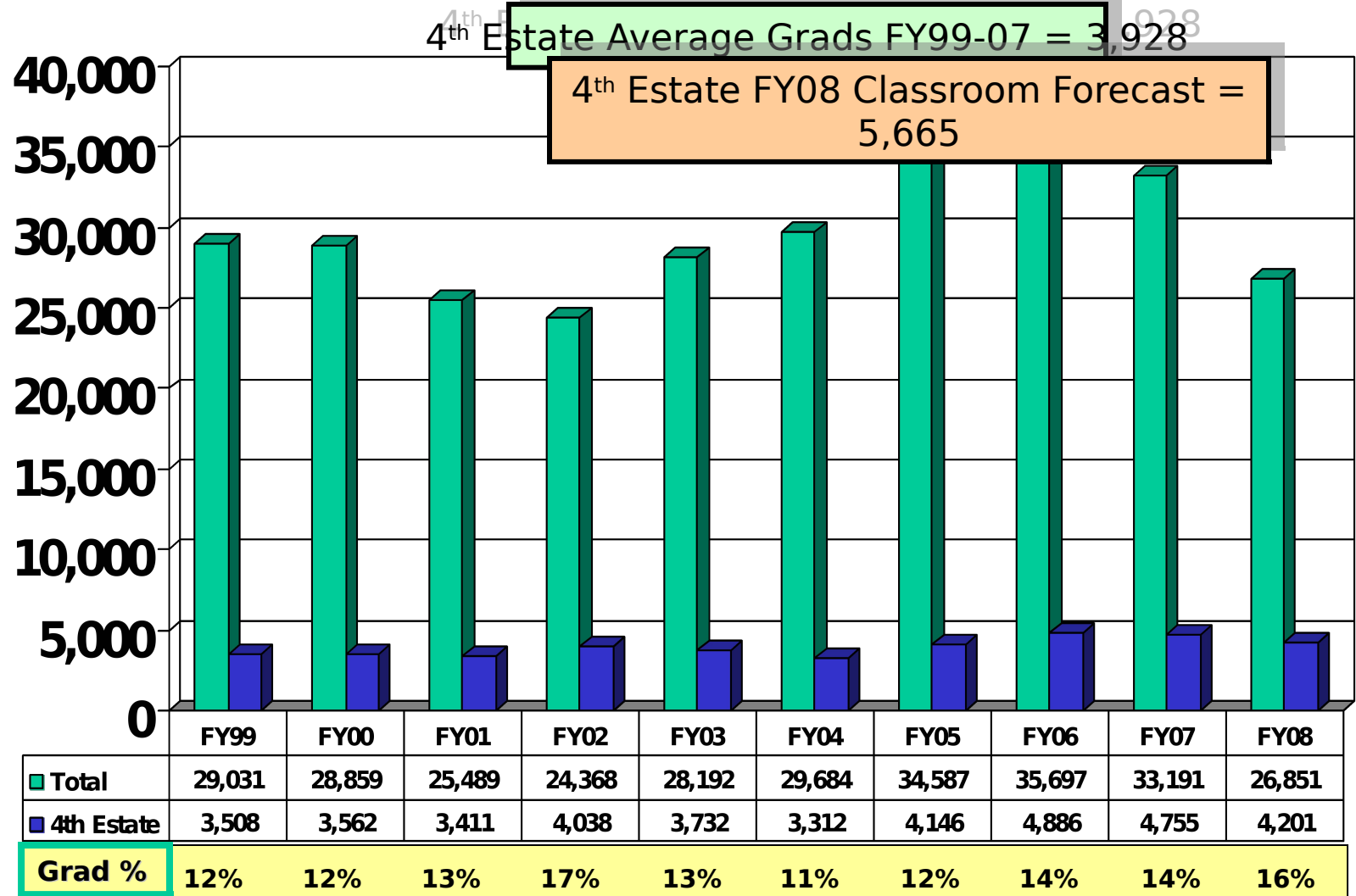


# ASMR Support

Name	Role	Phone	E-mail
Mark Avey	Project Manager	703-752-5141	mavey@asmr.com
Jeb Ramsey	Quota Manager POC	703-752-3052	doddacmquotas@asmr.com
(P) Kama Cutler (A) Colleen Smith (A) Chris Pierce	ACQTAS Travel POC	703-752-3150	ACQTASTravel@asmr.com
Help Desk	ACQTAS Help Desk	703-645-0161	AcqtasHelp@dau.mil
(P) Primary (A) Alternate			



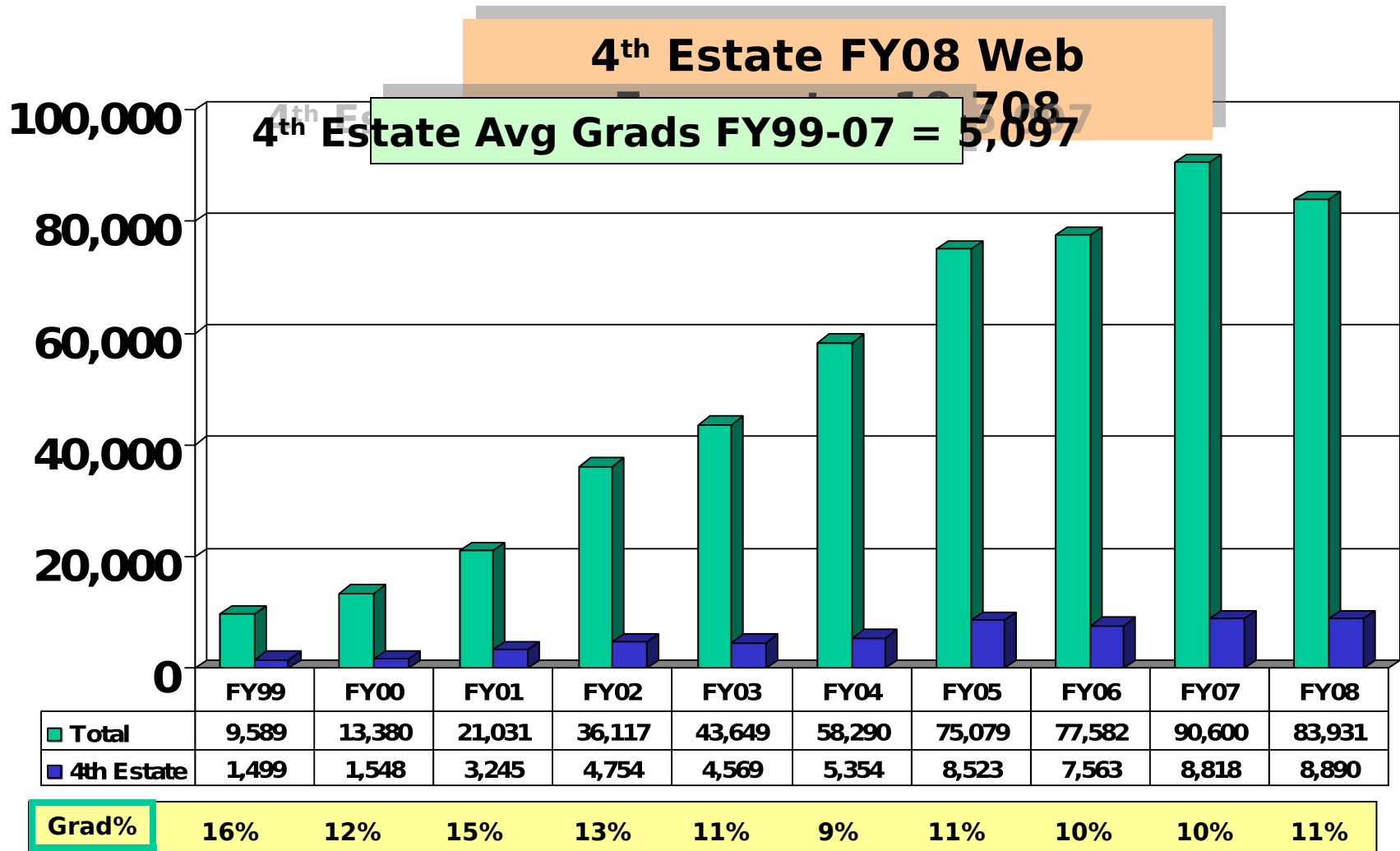
# Classroom Grads



Note: Data current as of 3QrtFY08



# Web Course Grads



Note: Data current as of 3QrtFY08



# 4<sup>th</sup> Estate Classroom Stats

## Inputs by Training Priority

Priority 1	2,757	64%
Priority 2	635	15%
Priority 3	117	3%
Priority 4	613	14%
Priority 9	200	5%
Total	4,322	

### Opportunities for Improvement

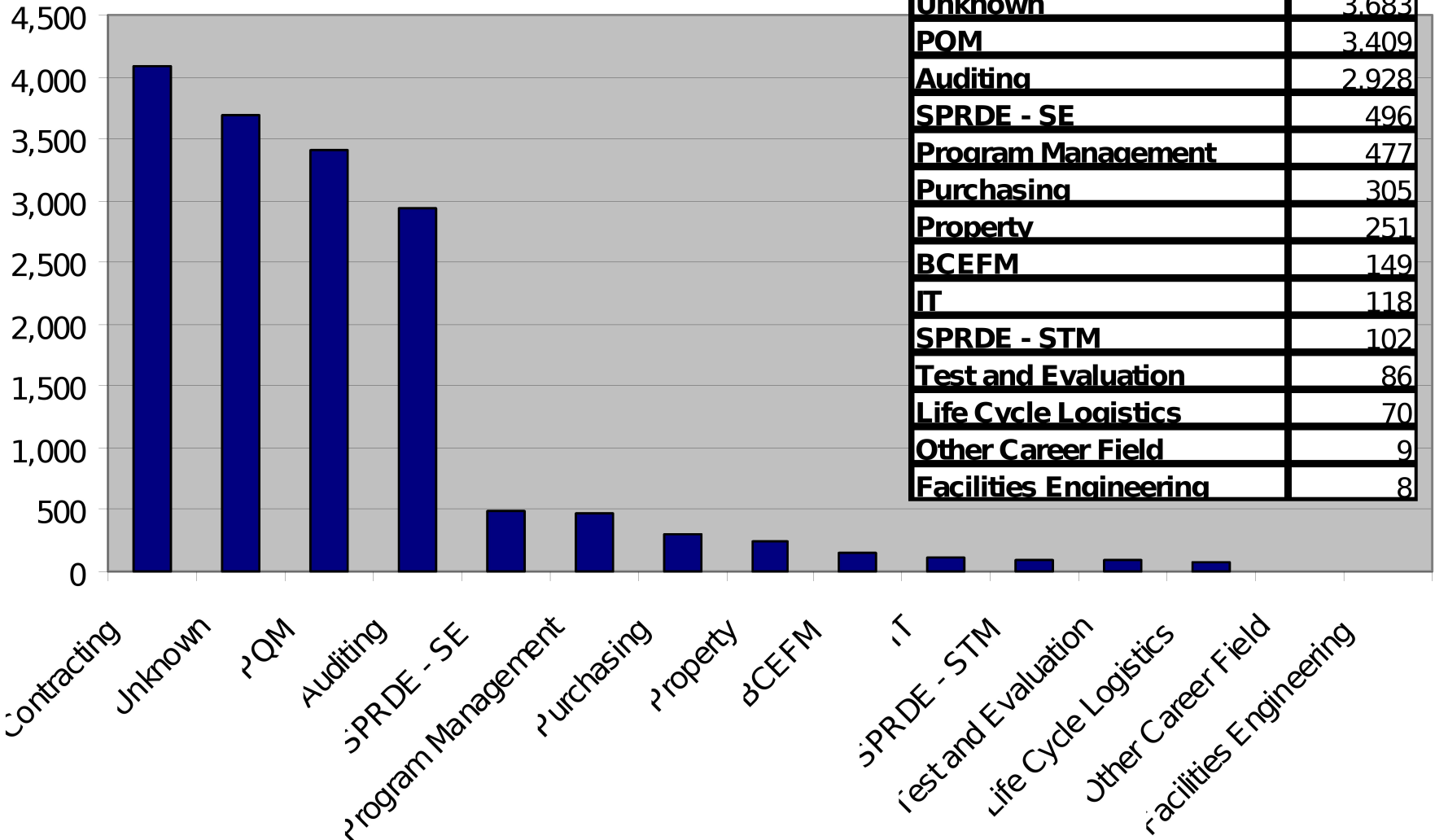
- Validate Priority 3's & 4's
- Investigate Attrition Reasons
- Reduce Future No-Shows

## Capacity Management

Attritions	117
Inputs	4,322
Attrition Ratio	2.7%
Distinct Waits	377
Walk-ins	291
No-Shows	125
Reservations	4,156
No-Show Ratio	3.0%

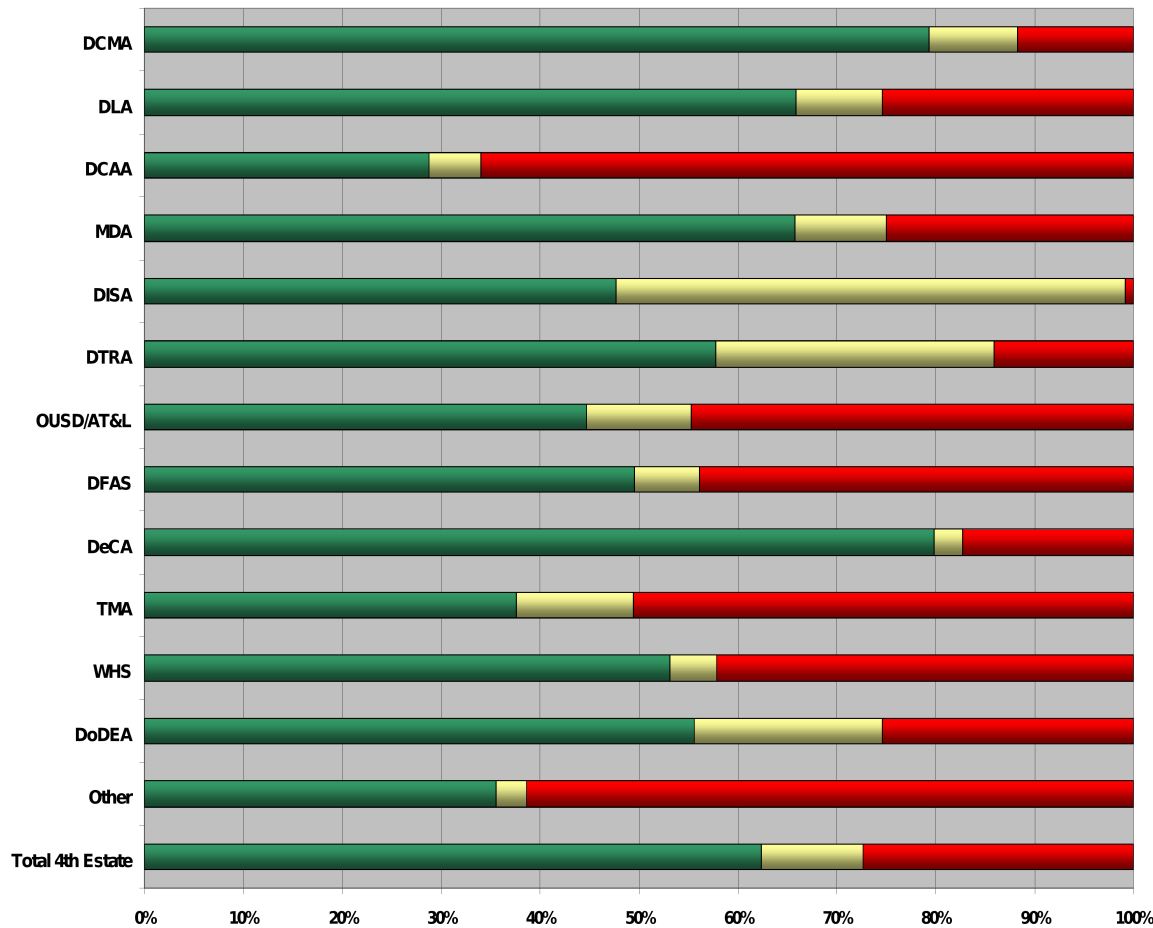


# 4<sup>th</sup> Estate Career Field Distribution





# 4<sup>th</sup> Estate Certification Rates



■ Meets or Exceeds Position Requirements  
■ Position Certification Requirements Not Met\*  
■ Unknown

	Meets or Exceeds	Not Met	Unknown
DCMA	5,885	662	869
DLA	2,599	342	1,002
DCAA	1,017	187	2,330
MDA	491	69	186
DISA	334	361	6
DTRA	197	96	48
OUSD(AT&L)	118	28	118
DFAS	53	7	47
DeCA	83	3	18
TMA	32	10	43
WHS	34	3	27
DoDEA	35	12	16
Other**	47	4	81
<b>Total 4th Estate</b>	<b>10,925</b>	<b>1,784</b>	<b>4,791</b>

•The "not met" category includes workforce members who have been in their positions for less than 24 months. These workforce members are in a "grace period" and in compliance with DAWIA policy.  
 •The "Other" Category includes agencies with less than 50 AT&L workforce members



# Acquisition Workforce Data Improvement Tool (AWDIT)

Address <https://awdit.dau.mil/user/PersonSubmit.aspx?userId=4555540> Go Links

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## Acquisition Workforce Data Improvement Tool (AWDIT)

[Home](#) | [Contact Us](#) | [DAU](#) | [Log off](#)

*1. Please input your data and click "Submit for Approval" at the bottom to submit to your supervisor in electronic format.*  
*2. Move your mouse over data element to view more.*  
*3. You will get 30 minutes to accomplish this task.*  
*4. To toggle to the position screen, click on the "Position Number" (hyperlinked) data element below*  
*5. (\*) - Required to fill before submit for approval.*

### Person Information

(LastName, FirstName MI):   
SSN:   
(click to check Position reqmt's)  
Position Number(SF-50 #15):   
Organization Code:   
Component Code:   
Unit Identification Code:   
Person Type:

### Civilian Details

Civilian Pay Plan:   
Civilian Occupational Series:   
1102 Dt Appointed/Qualified:   
Grade or Level:   
Position Occupied (SF-50 #34):

### Special Programs

Intern Program Indicator:   
CO-OP Program Indicator:   
Tuition Indicator:

### Contact Emails

Your Email (\*):   
Your Supervisor Email (\*):

### Support Documentation

Upload file:     
(You may upload any support documents by clicking the browse button)

### Acquisition Data

**Current Primary Career Field(\*)**:   
Career Level Achieved(\*):   
Date Career Level Achieved(\*):  (yyyymm)  
Career Level Authority(\*):   
**Secondary Career Field**:   
Secondary Career Level Achieved:   
Secondary Date Career Level Achieved:   
Secondary Career Level Authority:   
**Tertiary Career Field**:   
Tertiary Career Level Achieved:   
Tertiary Date Career Level Achieved:   
Tertiary Career Level Authority:   
**Acquisition Corp Qualification Date**:   
Acquisition Experience:  Month(s)

### Acquisition Position Requirements

Acquisition Position Category:   
Certification Level Requirement:   
Member Qualification Status:   
Date Entered Present Position:  (yyyymmdd)

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[issc@dau.mil](mailto:issc@dau.mil)





# Areas of Opportunity

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- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_

Identify process  
improvements

Discuss tools/resources  
to increase efficiencies



# Points of Contact

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➤ **4th Estate DACM and Career Support Center**

Jeff Birch, 703-805-4576

[Jeffrey.birch@dau.mil](mailto:Jeffrey.birch@dau.mil)

➤ **4th Estate Deputy DACM**

Karen Clougherty, 703-805-4655

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➤ **4th Estate Policy & Career Support Manager**

Jonathan Higgins, (703) 805-1463

[Jonathan.higgins@dau.mil](mailto:Jonathan.higgins@dau.mil)



Questions  
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